

Underemployment

- In 2002, according to the Kentucky Labor Supply and Demand Surveys conducted by the University of Kentucky and the University of Louisville, there were 33,293 underemployed persons in the EKCEP WIA (see chart below). Twenty percent of the labor force was underemployed, mostly due to persons seeking a better job match, though 32% was due to persons seeking full-time work.
- Underemployment was lower in the small urban counties in the EKCEP WIA (Floyd and Pike Counties) than in the other counties. Underemployment ranged from 16.8% in Pike County to 24.0% in Owsley County.

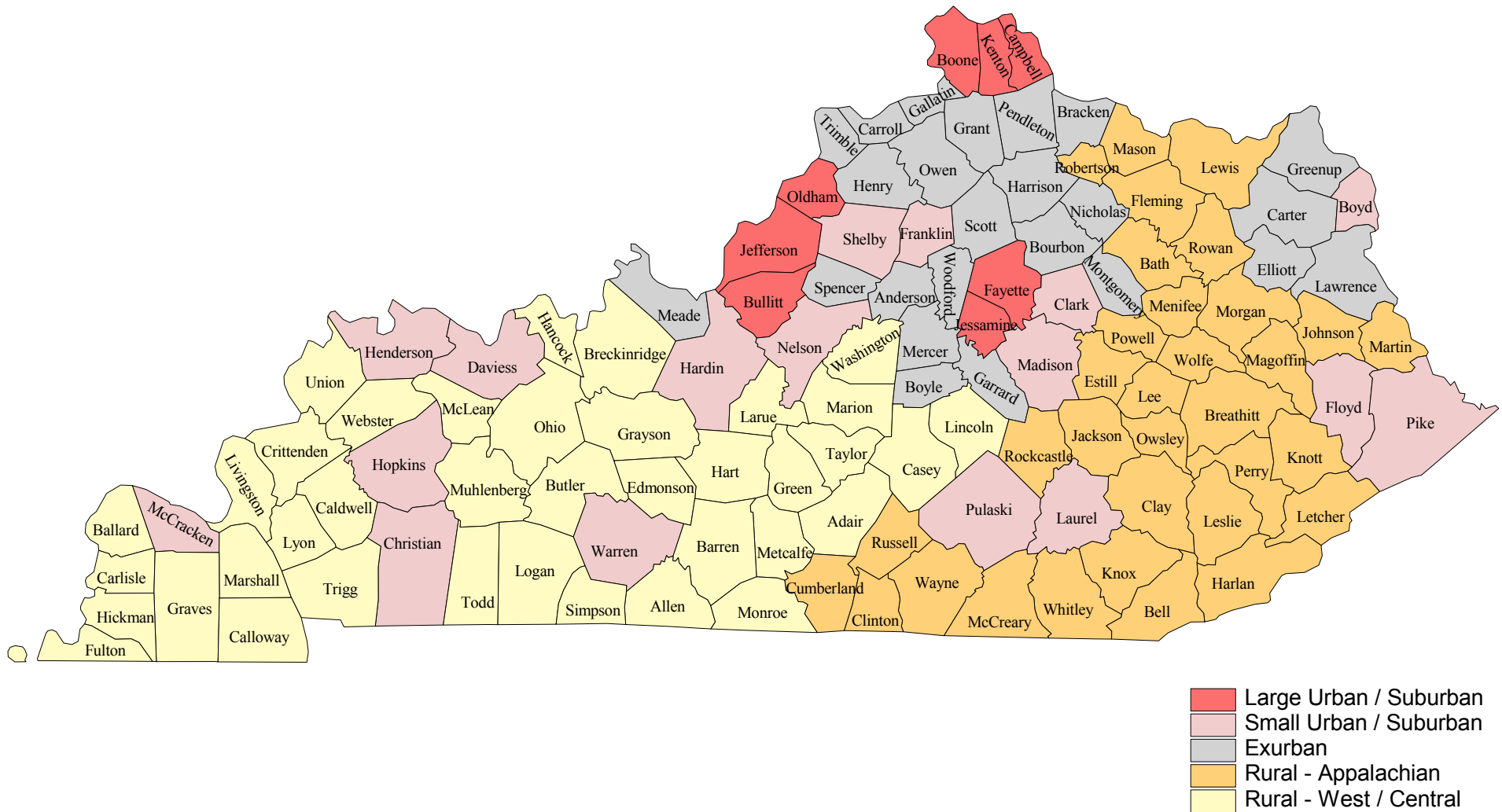
	Underemployed Seeking Full Time Work	Underemployed Seeking a Better Job Match	Total Underemployed	% of Labor Force Underemployed	% of Labor Force Under- or Unemployed
EKCEP	10,622	22,671	33,293	20.0%	30.3%
Bell	725	1,421	2,146	21.3%	32.4%
Breathitt	358	812	1,170	21.6%	31.7%
Carter	464	1,818	2,282	20.0%	28.2%
Clay	471	1,015	1,486	20.6%	31.3%
Elliott	84	424	508	21.1%	31.6%
Floyd	945	1,568	2,513	18.0%	28.0%
Harlan	740	1,280	2,020	19.6%	32.8%
Jackson	336	842	1,178	23.4%	32.2%
Johnson	610	1,265	1,875	20.9%	29.3%
Knott	386	800	1,186	19.4%	35.0%
Knox	799	1,648	2,447	22.0%	30.9%
Lawrence	237	915	1,152	20.4%	31.9%
Lee	197	345	542	21.7%	31.1%
Leslie	249	577	826	21.3%	31.5%
Letcher	542	1,215	1,757	20.1%	31.1%
Magoffin	241	610	851	19.2%	31.9%
Martin	248	519	767	21.5%	34.3%
Meniffee	148	389	537	21.4%	29.7%
Morgan	396	636	1,032	21.7%	30.1%
Owsley	132	230	362	24.0%	32.9%
Perry	646	1,338	1,984	19.6%	31.2%
Pike	1,493	2,601	4,094	16.8%	25.7%
Wolfe	175	403	578	23.2%	32.3%
Kentucky	80,882	273,823	354,705	18.4%	24.1%

- In small urban counties around Kentucky, the underemployed were
 - less likely to be married,
 - more likely to be attending school,
 - less likely to have a post-secondary degree,
 - more likely to be non-white,
 - more likely to be working part-time
 - more likely to be in retail, in education, legal and arts occupations, as well as sales and production occupations
 - less likely to be in management, business and financial occupations and health care occupations than those who were employed but not underemployed.
 - The underemployed were also younger and were paid about \$13.77 an hour less than those who were employed but not underemployed.

- In exurban counties around Kentucky, the underemployed were
 - less likely to be married,
 - more likely to be attending school,
 - more likely to have some college or an associate or vocational degree,
 - less likely to have a baccalaureate degree or an advanced degree,
 - more likely to be non-white,
 - more likely to have a physical limitation or learning disability,
 - more likely to be in the retail sector,
 - more likely to be in food, cleaning and personal care occupations,
 - less likely to be in management, business, and financial or social and protective service occupations,
 - The underemployed were also younger and were paid \$4.11 an hour less than those who were employed but not underemployed.

- In rural Appalachian counties around Kentucky, the underemployed were
 - slightly less likely to be married,
 - slightly more likely to be attending school,
 - more likely to have a baccalaureate degree,
 - more likely to be non-white,
 - more likely to have a sensory or physical limitation or learning disability,
 - more likely to work part-time,
 - more likely to be in the Manufacturing or Wholesale sectors,
 - more likely to be in Food, Cleaning, and Personal Care occupations as well as Sales and Related occupations,
 - less likely to be in management, business, and financial occupations,
 - The underemployed were also younger and were paid \$6.92 an hour less than those who were employed but not underemployed.

Counties in the Five Supply Side Survey Regions in the Kentucky Labor Supply and Demand Surveys



Characteristics of the Underemployed and the Employed Who Are Not Underemployed
Small Urban

	Underemployed	Employed Who Are Not Underemployed
Community Type		
Rural Farm	11.54%	16.46%
Rural Non-farm	19.23%	17.07%
Small Town	41.03%	39.33%
Suburb	6.41%	9.45%
City	20.51%	17.38%
Don't Know	1.28%	0.30%
Average Number of Children Under 18 in Household	0.91	0.83
Average Number of Children Under 15 in Household	0.76	0.70
Average Number of People Over 65 in the Household	0.15	0.10
Average Number of Grandchildren in Household	1.92	1.96
Average Length of Time Responsible for Grandchildren (Years)	3.67	4.00
Percent Married	39.74%	68.29%
Percent Currently Attending School	17.95%	10.36%
Highest Level of Schooling		
Less than High School	15.38%	13.70%
High School Graduate	29.49%	28.05%
Some College	21.79%	17.68%
Associates or Vocational Degree	8.97%	10.36%
Bachelors Degree	14.10%	19.21%
Advanced Degree	10.25%	10.97%
Average Age	34.58	41.6
Percent Hispanic	3.85%	1.22%
Primary Race Category Selected		
White	79.49%	92.68%
Non-white	20.51%	7.02%
Refused	0.00%	0.30%
Percent with Certain Health Problems		
Deafness, Vision, or Hearing Problem	5.13%	4.88%
Physical Limitation	10.26%	7.93%
Learning Disability	6.41%	2.44%
Percent with Problems Performing a Certain Task		
Dressing, Bathing, etc.	0.00%	0.91%
Getting Around Outside the Home	1.28%	2.13%

Working	3.85%	2.74%
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Percent that Work Full-Time or Part-Time

Full-time	69.23%	84.15%
Part-time	30.77%	15.85%

Average Commute Time in Minutes	17.06	20.14
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Broad Industry Category

Manufacturing	15.38%	14.02%
Wholesale	1.28%	3.35%
Retail	17.95%	14.33%
Other	65.38%	68.29%

Class of Employer

Private, profit	56.41%	56.40%
Private, non-profit	10.26%	8.84%
Local Govt.	7.69%	4.27%
State Govt.	6.41%	8.23%
Federal Govt.	6.41%	6.71%
Self Employed, not incorporated	2.56%	7.32%
Self Employed, incorporated	6.41%	3.96%
Working without pay	0.00%	0.30%
Don't Know	3.85%	3.96%

Occupation

Management, Business, & Financial	8.98%	20.12%
Social & Physical Sciences	2.56%	4.26%
Social & Protective Services	2.56%	4.26%
Education, Legal, & Arts	12.82%	9.44%
Health Care	5.13%	7.01%
Food, Cleaning, & Personal Care	5.12%	5.48%
Sales & Related	14.10%	7.62%
Office & Administrative Support	15.38%	14.33%
Farming, Fishing, & Forestry	0.00%	1.52%
Construction and Extraction	6.41%	5.18%
Installation, Maintenance, & Repair	5.13%	1.83%
Production	11.54%	8.84%
Transportation & Materials	6.41%	7.32%
Other	3.85%	2.74%

Benefits at Current Job

Percent with Health Insurance	69.12%	79.78%
Percent with Retirement Benefits	54.41%	73.65%

Hourly Pay Rate	\$9.68	\$23.45
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Characteristics of the Underemployed and the Employed Who Are Not Underemployed
Exurban

	Underemployed	Employed Who Are Not Underemployed
Community Type		
Rural Farm	9.09%	23.36%
Rural Non-farm	25.76%	16.82%
Small Town	53.03%	52.65%
Suburb	9.09%	5.92%
City	1.52%	0.93%
Don't Know	1.52%	0.31%
Average Number of Children Under 18 in Household	0.85	0.86
Average Number of Children Under 15 in Household	0.64	0.69
Average Number of People Over 65 in the Household	0.11	0.15
Average Number of Grandchildren in Household	1.92	1.93
Average Length of Time Responsible for Grandchildren (Years)	3.00	3.00
Percent Married	54.55%	69.47%
Percent Currently Attending School	9.09%	4.99%
Highest Level of Schooling		
Less than High School	12.14%	11.83%
High School Graduate	36.36%	32.40%
Some College	27.28%	15.27%
Associates or Vocational Degree	16.67%	9.35%
Bachelors Degree	7.58%	19.94%
Advanced Degree	0.00%	11.21%
Average Age	36.45	44.13
Percent Hispanic	1.52%	0.00%
Primary Race Category Selected		
White	92.42%	95.64%
Non-white	7.58%	4.36%
Refused	0.00%	0.00%
Percent with Certain Health Problems		
Deafness, Vision, or Hearing Problem	3.03%	4.05%
Physical Limitation	21.21%	8.72%
Learning Disability	10.61%	3.43%
Percent with Problems Performing a Certain Task		
Dressing, Bathing, etc.	0.00%	1.25%
Getting Around Outside the Home	1.52%	1.56%

Working	3.03%	3.12%
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Percent that Work Full-Time or Part-Time

Full-time	86.36%	88.47%
Part-time	13.64%	11.53%

Average Commute Time in Minutes	25.43	23.54
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Broad Industry Category

Manufacturing	22.73%	18.69%
Wholesale	3.03%	2.18%
Retail	18.18%	10.59%
Other	56.06%	68.54%

Class of Employer

Private, profit	69.70%	52.02%
Private, non-profit	7.58%	11.84%
Local Govt.	1.52%	6.54%
State Govt.	6.06%	11.53%
Federal Govt.	1.52%	3.43%
Self Employed, not incorporated	4.55%	9.03%
Self Employed, incorporated	1.52%	1.87%
Working without pay	0.00%	0.31%
Don't Know	7.58%	3.43%

Occupation

Management, Business, & Financial	7.58%	15.19%
Social & Physical Sciences	4.55%	6.34%
Social & Protective Services	1.52%	5.06%
Education, Legal, & Arts	0.00%	9.49%
Health Care	9.09%	11.71%
Food, Cleaning, & Personal Care	13.64%	6.97%
Sales & Related	9.09%	6.96%
Office & Administrative Support	16.67%	11.39%
Farming, Fishing, & Forestry	3.03%	2.53%
Construction and Extraction	9.09%	3.16%
Installation, Maintenance, & Repair	3.03%	3.80%
Production	12.12%	11.08%
Transportation & Materials	10.61%	6.01%
Other	0.00%	0.32%

Benefits at Current Job

Percent with Health Insurance	70.18%	81.02%
Percent with Retirement Benefits	52.63%	74.09%

Hourly Pay Rate	\$13.27	\$17.38
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Characteristics of the Underemployed and the Employed Who Are Not Underemployed
Rural Appalachia

	Underemployed	Employed Who Are Not Underemployed
Community Type		
Rural Farm	18.18%	18.77%
Rural Non-farm	25.76%	37.16%
Small Town	51.52%	40.23%
Suburb	1.52%	2.30%
City	3.03%	0.38%
Don't Know	0.00%	1.15%
Average Number of Children Under 18 in Household	0.98	0.85
Average Number of Children Under 15 in Household	0.79	0.63
Average Number of People Over 65 in the Household	0.11	0.19
Average Number of Grandchildren in Household	1.97	1.97
Average Length of Time Responsible for Grandchildren (Years)	1.97	5.00
Percent Married	65.15%	68.97%
Percent Currently Attending School	7.58%	6.89%
Highest Level of Schooling		
Less than High School	6.07%	14.86%
High School Graduate	40.91%	34.48%
Some College	18.18%	18.78%
Associates or Vocational Degree	10.61%	11.49%
Bachelors Degree	19.70%	13.41%
Advanced Degree	4.55%	6.89%
Average Age	35.64	39.95
Percent Hispanic	1.52%	0.77%
Primary Race Category Selected		
White	93.94%	97.70%
Non-white	6.06%	2.30%
Refused	0.00%	0.00%
Percent with Certain Health Problems		
Deafness, Vision, or Hearing Problem	7.58%	1.92%
Physical Limitation	16.67%	4.98%
Learning Disability	7.58%	2.68%
Percent with Problems Performing a Certain Task		
Dressing, Bathing, etc.	1.52%	0.00%
Getting Around Outside the Home	0.00%	0.38%

Working	1.52%	1.15%
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Percent that Work Full-Time or Part-Time

Full-time	72.73%	89.27%
Part-time	27.27%	10.73%

Average Commute Time in Minutes	21.83	22.15
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Broad Industry Category

Manufacturing	24.24%	15.71%
Wholesale	6.06%	1.92%
Retail	15.15%	16.09%
Other	54.55%	66.28%

Class of Employer

Private, profit	63.64%	49.43%
Private, non-profit	10.61%	9.20%
Local Govt.	3.03%	3.83%
State Govt.	10.61%	14.94%
Federal Govt.	3.03%	1.92%
Self Employed, not incorporated	4.55%	11.11%
Self Employed, incorporated	1.52%	3.45%
Working without pay	0.00%	1.53%
Don't Know	3.03%	4.60%

Occupation

Management, Business, & Financial	7.82%	12.74%
Social & Physical Sciences	4.69%	3.09%
Social & Protective Services	4.69%	6.17%
Education, Legal, & Arts	10.94%	10.43%
Health Care	3.13%	7.72%
Food, Cleaning, & Personal Care	12.51%	8.49%
Sales & Related	12.50%	9.65%
Office & Administrative Support	10.94%	9.27%
Farming, Fishing, & Forestry	1.56%	1.93%
Construction and Extraction	9.38%	6.56%
Installation, Maintenance, & Repair	0.00%	4.25%
Production	14.06%	13.51%
Transportation & Materials	7.81%	6.18%
Other	0.00%	0.00%

Benefits at Current Job

Percent with Health Insurance	65.00%	80.68%
Percent with Retirement Benefits	58.33%	69.08%

Hourly Pay Rate	\$9.89	\$16.81
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Detailed Information on the Underemployed

	Large Urban	Small Urban	Exurban	Rural Appalachia	Rural West
Percent of Workers Underemployed	16.3%	19.3%	17.5%	20.5%	15.2%
Percent of Male Workers Underemployed	17.8%	16.5%	18.7%	22.3%	13.8%
Percent of Female Workers Underemployed	15.2%	22.0%	16.1%	18.9%	16.7%
Percent of Part-time Workers Wanting a Full-time Job	13.6%	32.0%	19.6%	40.0%	18.9%
Reason for not Wanting Full-time Job					
Child Care Problems	14.0%	23.5%	13.5%	18.5%	16.3%
Family/Personal Obligations	17.5%	23.5%	24.3%	29.6%	16.3%
Health/Medical Limitations	7.0%	2.0%	5.4%	7.4%	11.6%
School/Training	31.6%	19.6%	18.9%	18.5%	27.9%
Retired/Social Security Limitations	12.3%	15.7%	24.3%	14.8%	14.0%
Full-time Workweek<35 Hours	5.3%	9.8%	8.1%	3.7%	2.3%
Don't Know	10.5%	3.9%	5.4%	7.4%	11.6%
Refused	1.8%	2.0%	0.0%	0.0%	0.0%
Percent of Full-time Workers Overqualified, i.e., More Training or Experience than Necessary for Job	28.1%	31.1%	33.8%	29.3%	26.3%
Percent Who Are Overqualified By Choice	39.6%	47.1%	48.6%	40.7%	44.6%
Reasons for Being Involuntarily Overqualified					
Child/Dependent Care	11.9%	16.7%	20.3%	29.2%	26.1%
Lack of Transportation	1.7%	3.7%	5.1%	2.1%	4.4%
Geographic Location	25.4%	46.3%	47.5%	56.3%	58.7%
Lack of Job Opportunities	74.6%	92.6%	86.4%	91.7%	93.5%
Low Wages at Available Jobs	57.6%	72.2%	61.0%	79.2%	78.3%
Disability	3.4%	9.3%	6.8%	2.1%	2.2%
Lack of Support from Family	6.8%	11.1%	11.9%	8.3%	4.4%
Percent of Underemployed Who Believe that Skills, Education, Exp., etc. Fit Well with Current Job	67.7%	74.0%	68.2%	58.5%	63.6%
Percent of Underemployed Who Believe They Should have a Better Job	84.8%	94.9%	95.4%	90.8%	92.8%
Percent of Underemployed Who Believe They Are Qualified for Better Job	92.5%	96.1%	95.4%	95.3%	94.6%
Reasons Given by Underemployed for Being Qualified for Better Job					
Percent Qualified Because of Education	93.4%	72.0%	75.8%	77.0%	69.8%
Percent Qualified Because of Skills	90.3%	96.0%	96.8%	93.4%	98.1%
Percent Qualified Because of Experience	87.1%	88.0%	95.1%	83.6%	96.2%
Percent Qualified Because of Training	79.0%	84.0%	91.9%	81.9%	96.2%
Percent of Underemployed Who Believe They are Appropriately Compensated	41.8%	50.0%	41.5%	44.6%	55.3%

Detailed Information on the Underemployed

	Large Urban	Small Urban	Exurban	Rural Appalachia	Rural West
Average Hourly Wage Underemployed Believe They Would be Paid in a Job that Matched Their Skills, Education, and Experience	\$ 17.34	\$ 11.21	\$ 14.97	\$ 12.71	\$ 12.78
Percent of Underemployed Attempting to Improve Skills and Training	67.2%	60.2%	62.1%	61.5%	58.9%
Percent of Employers of Underemployed Offering Tuition Assistance	44.6%	51.3%	39.1%	25.4%	37.5%
Percent of Underemployed Who Believe They Could Find a Better Fitting Job in 3 Months if They Were Willing to Relocate or Commute within a 200 Mile Region	68.2%	71.0%	73.4%	61.3%	59.4%